

## CITY OF ALAMEDA

### Memorandum

To: Honorable Mayor and  
Members of the City Council

From: Lisa Goldman  
Acting City Manager

Date: April 5, 2011

Re: Adopt Resolutions Approving Amendments to the Memorandums of Understanding Between the City of Alameda and the Management and Confidential Employees Association, the International Brotherhood of Electrical Workers Local 1245, and the Alameda Police Officers Association Non-Sworn Unit, Extending the Respective Existing Memorandums of Understanding through December 31, 2011

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### BACKGROUND

The current Memorandums of Understanding (MOU) between the City of Alameda and the Management and Confidential Employees Association (MCEA), the International Brotherhood of Electrical Workers Local 1245 (IBEW), and the Alameda Police Officers Association Non-Sworn Unit (PANS) expire on March 26, 2010. The City is proposing to extend these MOUs through December 31, 2011.

### DISCUSSION

The City is currently in contract discussions with MCEA, IBEW and PANS on successor MOUs. The proposed Amendments to the Memorandums of Understanding (Exhibits 1 - 3) would extend each of these contracts through December 31, 2011. There would be no wage increases during the extension period, and the City contribution for the 2011 health insurance would continue to be based on the 2011 health insurance premiums. The City Council must adopt a resolution for each of these bargaining units in order to approve these Amendments to the Memorandums of Understanding.

### FINANCIAL IMPACT

The cost for the implementation of the health and welfare benefit adjustments for the last quarter of FY10-11 is approximately \$38,500. The funds for this are included in the FY10-11 budget for other employee paid benefits.

The cost for the implementation of the health and welfare benefit adjustments for the first half of FY11-12 is approximately \$77,000. The funds for this will be included in the FY11-12 budget for other employee paid benefits.

**City Council**  
**Agenda Item #5-I**  
**04-05-11**

RECOMMENDATION

Adopt Resolutions approving Amendments to the Memorandums of Understanding between the City of Alameda and the Management and Confidential Employees Association, the International Brotherhood of Electrical Workers Local 1245 and the Alameda Police Officers Association Non-Sworn Unit, extending the respective existing Memorandums of Understanding through December 31, 2011.

Respectfully submitted,



Karen Willis  
Human Resources Director

Approved as to funds and account,



Fred Marsh  
Controller

Exhibits:

1. Amendment to Memorandum of Understanding Between City of Alameda and Management and Confidential Employees Association
2. Amendment to Memorandum of Understanding Between City of Alameda and International Brotherhood of Electrical Workers
3. Amendment to Memorandum of Understanding Between City of Alameda and Police Officers Association Non-Sworn

AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
Between  
CITY OF ALAMEDA  
And  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION

The City of Alameda and the Management and Confidential Employees Association (MCEA), having met and conferred in good faith pursuant to the Meyers-Milias Brown Act ("MMBA", Government Code Section 3500 *et seq.*) and the MCEA Memorandum of Understanding (MOU) for the period from January 1, 2005 through December 20, 2008, extended through December 12, 2009, extended again through December 18, 2010, and extended again through March 26, 2011, agree to the following amendment to that Memorandum of Understanding as follows:

The term of the Management and Confidential Employees Association (MCEA) Memorandum of Understanding (MOU) shall be extended through December 31, 2011.

Section 13.1 Health and Welfare. The City contribution for 2011 Flexible Benefits shall be continued for the duration of this extension at the level provided in the December 21, 2010 Amendment to the Memorandum of Understanding which extended the MCEA MOU through March 26, 2011. The contribution rates will continue to be based on 2011 Kaiser premiums. In the event a successor MOU has not been reached by December 31, 2011, the City's contribution rates for Flexible Benefits beginning January 1, 2012 will be at the 2011 rates.

Made and entered into this 14<sup>th</sup> day of March, 2011

MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES ASSOCIATION

By: \_\_\_\_\_

CITY OF ALAMEDA

By: \_\_\_\_\_

Lisa Goldman  
Acting City Manager

APPROVED AS TO FORM

By: \_\_\_\_\_

City Council  
Exhibit 1 to  
Agenda Item #5-I  
04-05-11

AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
Between  
CITY OF ALAMEDA  
And  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL  
UNION 1245

The City of Alameda and the International Brotherhood of Electrical Workers Local Union 1245 (IBEW), having met and conferred in good faith pursuant to the Meyers-Milias Brown Act ("MMBA", Government Code §§ 3500 *et seq.*) and the IBEW Memorandum of Understanding (MOU) for the period from January 1, 2009 through December 18, 2010, extended through March 26, 2011, agree to the following amendment to that Memorandum of Understanding as follows:

The term of the International Brotherhood of Electrical Workers Local 1245 (IBEW) Memorandum of Understanding (MOU) shall be extended through December 31, 2011. *off*

Section 13.1 Health and Welfare. The City contribution for 2011 Flexible Benefits shall be maintained for the duration of this extension at the level provided in the December 21, 2010 Amendment to the Memorandum of Understanding which extended the IBEW MOU through March 26, 2011. The contribution rate will be based on 2011 Kaiser and Blue Shield premiums. In the event no new, successor MOU has been reached at the end of this extension, the City's contribution rates for Flexible Benefits beginning January 1, 2012 will be at the 2011 rates.

This amendment to the Memorandum of Understanding is subject to the approval of the IBEW 1245 bargaining unit ratification vote scheduled for March 21, 2011.

Made and entered into this 10<sup>th</sup> day of March, 2011

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS LOCAL 1245

By: Raymond Thomas

CITY OF ALAMEDA

By: Lisa Goldman  
Lisa Goldman  
Acting City Manager

APPROVED AS TO FORM

By: Donna Mooney  
Donna Mooney  
Acting City Attorney

**City Council  
Exhibit 2 to  
Agenda Item #5-I  
04-05-11**

AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
Between  
CITY OF ALAMEDA  
And  
ALAMEDA POLICE OFFICERS ASSOCIATION NON-SWORN UNIT

The City of Alameda and the Alameda Police Officers Association Non-Sworn Unit (PANS), having met and conferred in good faith pursuant to the Meyers-Milias Brown Act ("MMBA", Government Code §§ 3500 *et seq.*) and the PANS Memorandum of Understanding (MOU) for the period from December 20, 2009 through December 18, 2010, and extended through March 26, 2011, agree to the following amendment to that Memorandum of Understanding as follows:

The term of the Alameda Police Officers Association Non-Sworn Unit (PANS) Memorandum of Understanding (MOU) shall be extended through December 31, 2011.


Section 13.1 Health and Welfare. The City contribution for 2011 Flexible Benefits shall be maintained for the duration of this extension at the level provided in the December 21, 2010 Amendment to the Memorandum of Understanding which extended the PANS MOU through March 26, 2011. The contribution rates will continue to be based on 2011 Kaiser premiums. In the event a successor MOU has not been reached by December 31, 2011, the City's contribution rates for Flexible Benefits beginning January 1, 2012 will be at the 2011 rates.

Made and entered into this 10<sup>th</sup> day of March, 2011


ALAMEDA POLICE OFFICERS  
ASSOCIATION NON-SWORN UNIT

CITY OF ALAMEDA

By: 

By:   
Lisa Goldman  
Acting City Manager

APPROVED AS TO FORM

By:   
Donna Mooney  
Acting City Attorney

**City Council**  
**Exhibit 3 to**  
**Agenda Item #5-I**  
**04-05-11**

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

Approved as to Form

City Attorney

APPROVING AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
BETWEEN  
ALAMEDA POLICE OFFICERS ASSOCIATION NON-SWORN UNIT  
AND  
THE CITY OF ALAMEDA FOR THE PERIOD COMMENCING  
DECEMBER 20, 2009 AND ENDING DECEMBER 18, 2010,  
AND  
EXTENDED THROUGH MARCH 26, 2011

WHEREAS, the membership of the Alameda Police Officers Association Non-Sworn Unit (PANS) has consented to and approved a motion asking the City Council to enter into an agreement to extend the existing PANS Memorandum of Understanding (MOU) through December 31, 2011, with no enhancements to salary, benefits (other than continuing any adjustment to health insurance due to Kaiser premium increases) or existing contract terms; and

WHEREAS, there has been submitted to this Council a resulting Amendment to Memorandum of Understanding between PANS and the City of Alameda; and

WHEREAS, the Council of the City of Alameda has fully examined said proposed Amendment to the Memorandum of Understanding, and thereby finds and determines adoption of said documents to be in the best interest of the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Alameda that said Council hereby approves and adopts said Amendment to Memorandum of Understanding between PANS and the City of Alameda.

BE IT FURTHER RESOLVED that the provision of this Resolution shall supersede any other resolution in conflict herewith.

\* \* \* \* \*

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 5<sup>th</sup> day of April, 2011, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 6<sup>th</sup> day of April, 2011.

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Lara Weisiger, City Clerk  
City of Alameda

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

Approved as to Form

City Attorney

APPROVING AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL UNION 1245  
AND  
THE CITY OF ALAMEDA FOR THE PERIOD COMMENCING  
JANUARY 1, 2009 AND ENDING DECEMBER 18, 2010,  
AND  
EXTENDED THROUGH MARCH 26, 2011

WHEREAS, the membership of the International Brotherhood of Electrical Workers Local Union 1245 (IBEW) has consented to and approved a motion asking the City Council to enter into an agreement to extend the existing IBEW Memorandum of Understanding (MOU) through December 31, 2011, with no enhancements to salary, benefits (other than continuing any adjustment to health insurance due to Kaiser and Blue Shield premium increases) or existing contract terms; and

WHEREAS, there has been submitted to this Council a resulting Amendment to Memorandum of Understanding between IBEW and the City of Alameda; and

WHEREAS, the Council of the City of Alameda has fully examined said proposed Amendment to the Memorandum of Understanding, and thereby finds and determines adoption of said documents to be in the best interest of the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Alameda that said Council hereby approves and adopts said Amendment to Memorandum of Understanding between IBEW and the City of Alameda.

BE IT FURTHER RESOLVED that the provision of this Resolution shall supersede any other resolution in conflict herewith.

\* \* \* \* \*



I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 5<sup>th</sup> day of April, 2011, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 6<sup>th</sup> day of April, 2011.

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Lara Weisiger, City Clerk  
City of Alameda

Approved as to Form

*Joseph E. Edwards*

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

APPROVING AMENDMENT TO MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION  
AND  
THE CITY OF ALAMEDA FOR THE PERIOD COMMENCING  
JANUARY 1, 2005 AND ENDING DECEMBER 20, 2008,  
EXTENDED THROUGH DECEMBER 12, 2009,  
EXTENDED AGAIN THROUGH DECEMBER 18, 2010  
AND  
EXTENDED AGAIN THROUGH MARCH 26, 2011

WHEREAS, the membership of the Management and Confidential Employees Association (MCEA) has consented to and approved a motion asking the City Council to enter into an agreement to extend the existing MCEA Memorandum of Understanding (MOU) through December 31, 2011, with no enhancements to salary, benefits (other than continuing any adjustment to health insurance due to Kaiser premium increases) or existing contract terms; and

WHEREAS, there has been submitted to this Council a resulting Amendment to Memorandum of Understanding between MCEA and the City of Alameda; and

WHEREAS, the Council of the City of Alameda has fully examined said proposed Amendment to the Memorandum of Understanding, and thereby finds and determines adoption of said documents to be in the best interest of the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Alameda that said Council hereby approves and adopts said Amendment to Memorandum of Understanding between MCEA and the City of Alameda.

BE IT FURTHER RESOLVED that the provision of this Resolution shall supersede any other resolution in conflict herewith.

\* \* \* \* \*

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 5<sup>th</sup> day of April, 2011, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 6<sup>th</sup> day of April, 2011.

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Lara Weisiger, City Clerk  
City of Alameda